

EXHIBIT C

BBBY Usage: Gartner for CHROs

4/23/23 – 8/2/23

Usage Overview for BBBY: 4/23/23 – 8/2/23

12 Documents

3 Toolkits

1 Inquiry Expert Call

4 Calls with Executive Partner/Account Team

- 3 users, 4 calls since 4/23/23, two with the Executive Partner
- 3 calls scheduled upcoming in August 2023
- Expert advisory call on *Dual Paths/Navigating Uncertainty* to learn how best to lead employees through uncertainty and have a sounding board.
- Themes Gartner has supported: reductions-in-force, “sustain” phase for those retained, navigate crises, and prepare employees for what’s next
- Value Statements:
 - *“Gartner has been a really great resource... We’ve seen value and I know myself and the team will tap Gartner wherever we end up next”* – Lynda Markoe (7/17/23)
 - *“Gartner helps us get out of our myopic view and to stay current.”* – Lynda Markoe (7/17/23)
 - *“Yes, I’d like to use Gartner advisory as a sounding board to discuss how help the team through the uncertainty. We’re in a ever-changing environment and hard to lead teams with dual paths.”* – Diana Paek (5/19/23)

Usage for Lynda Markoe (CHRO License)

Call Date	Client	Topic
6/23/23	Lynda Markoe (CPO)	<ul style="list-style-type: none">• Lynda shared it's helpful to have someone to talk through what's going on. Currently, she finds more value in speaking with the Executive Partner than using the website.
7/17/23	Lynda Markoe (CPO)	<ul style="list-style-type: none">• As Lynda thinks about what's next, she is looking to stay current and get out of their myopic view. Continue to send resources.• Values calls and committed to keeping them.
Next Calls	Lynda Markoe (CPO)	<ul style="list-style-type: none">• <i>Scheduled 8/5/23 and 8/11/23</i>

Usage for Diana Paek (Advisor License)

Call Date	Client	Topic
5/19/23	Diana Paek	<ul style="list-style-type: none">• Samples to lead through disruption using the connector manager model.• How to lead through crisis and upskill executives to take on this model.
5/23/23	Diana Paek	<ul style="list-style-type: none">• Met with advisor to discuss how to navigate uncertainty, including managers leading with empathy, build lower-level autonomy for decision making, and consider the roles/behaviors of leaders during this time.
8/11/23	Diana Paek	<ul style="list-style-type: none">• <i>Scheduled Call</i>

Document Title	Date Accessed
Leading Through a Crisis With the SIMPLER Model	06/01/2023
Case Study: Minimum Critical Specifications (Grupo Proeza)	06/01/2023
4 Principles for Creating and Implementing an Impactful	06/01/2023
4 Steps for Creating and Revamping Leadership Models	05/25/2023
4 Principles for Creating and Implementing an Impactful	05/25/2023
Case Study: Minimum Critical Specifications (Grupo Proeza)	05/25/2023
Leading Through Disruption: Success Stories From Connector	05/22/2023
Leading Through a Crisis With the SIMPLER Model	05/22/2023

Usage for Nicole Cokley (Advisor License)

Call Date	Client	Topic
5/8/23	Nicole Cokley	<ul style="list-style-type: none">How to keep employees engaged and manage the mixed emotions.Help employees navigate crisis and fatigue.External link to updating LinkedIn – changed focus to upskilling employees for next role.
7/7/23 (EMAIL + DOWNLOAD)	Nicole Cokley	<ul style="list-style-type: none">Informing on response to affirmative action rulingKeep Nicole informed, whether for current or future role.
4/6/23	Nicole Cokley	<ul style="list-style-type: none"><i>Scheduled 8/14/23</i>

Document Title	Date Accessed
How Should U.S. DEI Leaders Respond to the Affirmative Action Rulings?	07/27/2023
Inspiring Employee Trust Through DEI Communication	05/27/2023
Integrate DEI Competencies in Leadership	05/06/2023
The Evolving HRBP Role in the HR Operating Model of the Future	04/24/2023
Tool: Employee Resource Group Playbook (Part 1)	05/06/2023
Tool: 2023 Diversity, Equity and Inclusion Holiday Calendar	04/24/2023
Tool: Employee Resource Group Playbook (Part 2)	04/24/2023